



Training for universities on the National Higher Education Code to Prevent and Respond to Gender-based Violence



UNSW
SYDNEY

Gendered Violence Research Network



At the Gendered Violence Research Network (GVRN), we understand the implications of the National Higher Education Code to Prevent and Respond to Gender-based Violence (National Code), which took effect on 1 January 2026.

The National Code introduces clear, enforceable requirements for universities to take a proactive, whole-of-organisation approach to preventing and responding to gender-based violence. This includes Standard 3 requiring higher education providers to deliver ongoing, comprehensive, evidence-informed prevention education and training.

What we offer

As experienced university providers, we design and deliver innovative, contemporary training that prioritises learner engagement and aligns with the National Code's expectations for capability building across staff, students, and leaders.

We support universities to meet their obligations under the National Code by providing evidence informed, practical and scalable solutions. Our work is grounded in the most up-to-date research, including our own research work that inform best-practice institutional responses.

We design and deliver ongoing, evidence-informed education for students, staff and leaders. Our programs align with the National Code's requirements for evidence-informed, high-quality learning that is delivered using trauma-informed frameworks, culturally safe, inclusive, and aligned with requirements of Standard 3 of the National Code.

All our training is mapped to the National Code's learning outcomes and includes ways to help identify and measure impact and support continuous improvement. We can also provide formal evaluation reports and recommendations for future learning.

Our process

We tailor training to your university's needs. We ensure alignment with universities individual Gender-based Violence Whole-of-Organisation Prevention and Response Plans, ensuring alignment across policies, practice and culture. Our training options are designed for specific university groups so that each audience receives the information most relevant to their role and responsibilities under the National Code. This can include senior leaders, staff, and students.



Understanding your needs

We start by getting to know your university, your students, staff, current training, and any gaps or challenges. Through conversations, document reviews, and listening to your community, we build a clear picture of what you need to meet the National Code and what matters most to your campus.

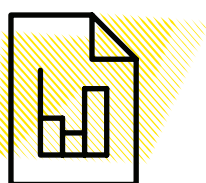
If you already have a training gap analysis, we can work with you to tailor solutions to meet the needs you have identified.



Training development and delivery

We develop and deliver training that fits your context. We design training that is practical, engaging and tailored to your university. This includes self-paced elearn modules, workshops and scenario-based sessions for students, staff, and leaders.

All content is trauma-informed, culturally safe, accessible and aligned with learning outcomes required under Standard 3 of the National Code.



Evaluation and Reporting

We support you with evaluation and reporting. We help you track participation, gather feedback and understand what's working.

You receive clear records, easy-to-use tools and evidence showing how students, staff and experts contributed to the training helping you meet the reporting requirements of the National Code and continuously strengthen your approach.

Interpretation of learning outcomes, formal evaluation reports and recommendations for future learning areas can also be provided.

Our course options

We deliver comprehensive, trauma-informed programs that build lasting capability across students, staff, and senior leaders. Our team works alongside your university to increase understanding of what gender-based violence is, the drivers behind it, how inequality and discrimination compound harm, and how power dynamics and consent shape healthy relationships. We equip universities with practical knowledge of reporting pathways, support services, ethical bystander action and compassionate responses to disclosures.

Recommended learning pathways will be suggested in response to your specific training gap analysis.

Examples of courses we can develop are:

- Preventing and Responding to Gender-based Violence in the University Context for University Councils and University Executive
- Preventing and Responding to Gender-based Violence in the University Context for University Senior Leadership
- Preventing and Responding to Gender-based Violence in the University Context for University-Wide Staff
- Gender-based Violence and University Accommodation Settings (residents)
- Accommodation Service Responses to Gender-based Violence (staff)

More information about these example courses is outlined on the following pages



Preventing and Responding to Gender-based Violence in the University Context for University Councils and University Executive

Target Audience University Council Members and Executive Staff

Duration 2 hours

Delivery Face to face (in person, online or hybrid delivery)

Course Description **This course equips University Council Members and Executive leaders with the knowledge and strategic capability required to meet their responsibilities under the National Higher Education Code to Prevent and Respond to Gender-based Violence and the institution's Whole-of-Organisation Prevention and Response Plan.** It provides clear, evidence-informed guidance on Standards 1–3, the nature and drivers of gender-based violence, and the strategic leadership actions that shape safe, accountable and trusted university environments. Delivered using trauma-informed, best-practice approaches, the course strengthens leaders' confidence to make informed decisions, fulfil governance obligations and build a culture where all members of the university community feel safe, respected and supported.

Preventing and Responding to Gender-based Violence in the University Context for University Senior Leadership

Target Audience University Leadership Teams including Deputy Vice-Chancellors, Pro Vice-Chancellors and Faculty Deans

Duration 4 hours

Delivery Face to face (in person, online or hybrid delivery)

Course Description **This course strengthens the knowledge and strategic capability of senior university leaders to meet their responsibilities under the National Higher Education Code to Prevent and Respond to Gender-based Violence and the institution's Whole-of-Organisation Gender-based Violence Prevention and Response Plan.** Participants gain a clear understanding of the National Code, the seven Standards, and how to apply them across their institution, alongside evidence-informed insights into the drivers and impacts of gender-based violence. Delivered using trauma-informed, best-practice approaches, the course builds leaders' knowledge and strategic capability to shape safe, respectful university environments and strengthen trust in organisational responses.

Preventing and Responding to Gender-based Violence in the University Context for University Wide Staff

Target Audience University-wide staff who may receive disclosures of gender-based violence or have a role in reporting and referral processes.

Duration 30-45 minutes (per module)

Delivery Self-paced elearn package - 5 modules

Course Description Our elearn modules offer flexible training for a wide range of university roles and can be taken individually or as a complete suite. Because many staff play a key part in supporting students through some of their most challenging moments, these modules strengthen the knowledge and practical skills needed to respond with care, consistency and confidence, thus ensuring universities meet their obligations under the Code and build a safer, more respectful community for all students.

This elearn package has five (5) modules.

1. Gender-based Violence and the University Sector

This module builds a shared foundation for consistent, informed action across the university, helping staff contribute to safer and more respectful environments. It introduces key data on on gender-based violence in universities, drawing on major national surveys, and highlights the experiences of students and staff who are impacted by or who perpetrate harm. Learners are guided through the prevention to response continuum and the evidence behind the National Code, gaining a clear understanding of why coordinated action is essential and how this foundational knowledge supports safer outcomes across the institution.

2. National Higher Education Code to Prevent and Respond to Gender-based Violence

This module gives staff a clear, practical introduction to the National Higher Education Code to Prevent and Respond to Gender-based Violence, helping them understand what the National Code requires and what their responsibilities are in day to day practice. It explains the seven Standards, twelve Implementation Concepts and six Principles, outlines key accountabilities and duty of care obligations, and clarifies roles across the university. Real-world examples show what effective compliance looks like, giving staff the confidence to apply the National Code consistently and support safer outcomes for students and colleagues.

3. Person-centred practice – building skills in trauma-informed, culturally appropriate and inclusive responses

This module builds staff confidence and practical skills to respond to disclosures in ways that are safe, inclusive and culturally appropriate. It introduces person-centred, trauma-informed and culturally safe approaches to preventing and responding to Gender-based Violence in higher education. Learners explore the diverse experiences of First Nations peoples, culturally and linguistically diverse communities, LGBTIQ+ staff and students, and people with disability, and gain practical guidance on applying core trauma-informed principles across systems and interactions to create accessible, respectful and culturally appropriate responses.

4. Organisational pathways for STUDENT disclosures and reports of Gender-based Violence

This module gives staff the knowledge and confidence to respond safely and consistently when students disclose or report gender-based violence. It provides a clear introduction to the university's policies, response pathways and privacy requirements, helping staff understand what can be shared, when and with whom. Learners are guided through the whole-of-organisation approach and the referral options available across all campuses, including online spaces. Because the module is designed in consultation with your university, the content reflects your university's specific systems, needs and context resulting in strengthening safety, trust and the overall quality of student support.

5. Organisational pathways for STAFF disclosures and reports of Gender-based Violence

This module gives staff the knowledge and confidence to respond safely and consistently when university employees disclose or report gender-based violence. It provides a clear overview of the university's policy framework, outlines response and referral pathways across all campuses including online environments and offers practical guidance on privacy and confidentiality. Designed in consultation with your university, the module reflects your specific systems, context and community, ensuring staff can provide informed, appropriate and trusted responses.

Gender-based Violence and University Accommodation Settings (Residents)

Target Audience

Student residents of university accommodation services.

Duration

20 minutes

Delivery

Self-paced elearn package

Course Description

This module helps student residents understand gender-based violence, their rights under the National Higher Education Code to Prevent and Respond to Gender-based Violence, and how to contribute to a safe and respectful living environment. It introduces key points about gender-based violence in university settings, explains what the National Code's Standards mean for residential life, and builds students' confidence to recognise concerning behaviours, respond safely, and access support. The module also provides clear guidance on university and accommodation service policies, reporting pathways, privacy requirements and available services (on campus and online) using trauma-informed and culturally safe approaches tailored to your residential community. This course is designed in consultation with your residential service to ensure all content reflects your community's specific needs, systems and lived experiences.

Accommodation Service Responses to Gender-based Violence (Staff)

Target Audience

Staff working in university accommodation services.

Duration

45 minutes

Delivery

Self-paced elearn package

Course Description

This module equips accommodation services staff with knowledge and skills needed to meet their responsibilities under the National Higher Education Code to Prevent and Respond to Gender-based Violence. It provides a clear overview of the National Code, highlights the specific obligations relevant to residential settings, and outlines how to recognise, respond to and refer concerns safely and appropriately. Staff learn how to apply trauma-informed, person-centred and culturally safe approaches when responding to residents and gain practical guidance on university and accommodation service policies, reporting pathways and privacy requirements. This training ensures accommodation staff can create safe, respectful living environments and respond confidently when students disclose or experience harm. This course is designed in consultation with your university accommodation services to ensure all content reflects your community's specific needs, systems and lived experiences.



Why Choose UNSW GVRN?

- **We're national leaders in preventing gender-based violence**, bringing together UNSW's domestic and international expertise to create real-world solutions.
- **Our training is grounded in cutting-edge research**, spanning sexual assault, domestic and family violence, sexual harassment, workplace gender-based violence solutions and more - ensuring every program is evidence-based and reliable.
- **We understand university environments**, drawing on extensive institutional research and experience to design training that fits your governance structures, student population and risk profile.
- **We have a proven track record**, having supported more than 60 organisations across Australia and internationally with tailored training and advisory services.
- **We champion cultural safety and inclusion**, with research and expertise spanning First Nations communities, LGBTQIA+ communities, and culturally and linguistically diverse groups.
- **We're committed to meaningful, lasting change**, translating research into practical tools, policies and training that strengthen whole-of-organisation responses to gender-based violence.
- **Our delivery is flexible and tailored to your specific needs**, offering face-to-face, online and blended learning approaches to training.

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Frequently Asked Questions

How do you guarantee the quality of your online short course modules?

We ensure the highest quality by drawing on UNSW's reputation as a member of the prestigious Group of Eight. Every module is developed using current research and then submitted for a rigorous peer review process involving both academic experts and experienced industry partners. This means the content is accurate, credible and grounded in best practice.

Can we purchase your elearn modules?

Yes. All our elearn modules are self-paced learning experiences that can be completed anytime, anywhere. You can purchase single modules or put together bundles based on your preferred content areas.

How much do the online short course modules cost?

Pricing depends on your university's needs, including the number of modules and level of tailoring required. As a guide, modules typically range from **\$7,000–\$10,000 + GST**.

Standard tailoring is included in this cost. More extensive customisations are available on request and may involve an additional fee.

Can the length of the elearn modules be varied?

Absolutely. We can tailor the length of our modules either by expanding or condensing content to better suit your students, staff, and operational requirements. This flexibility applies across our face-to-face, online and blended training options.

What types of tailoring do you offer?

We offer two levels of tailoring:

- **Standard tailoring (included):**
Cobranding, adding your university's policies, links and referral pathways, and integrating contextualised case studies.
- **Enhanced tailoring (optional):**
Development of new content, scenarios or learning activities specific to your institution. Costs vary depending on the complexity and volume of requests.

Throughout the process, we consult with representatives from your university to make sure the final product meets your needs and reflects your university's culture and context.

Can you develop new modules specifically for our university?

Yes. We often collaborate with organisations to design new elearn modules that address emerging issues or specific areas of interest. We're happy to discuss your goals, refine your ideas and prepare a tailored quote for new module development.